



VANDEBLOEMEN
S E A R C H G R O U P

LIQUID CHURCH

SPIRITUAL GROWTH PASTOR

MORRISTOWN, NJ

JOB SPECIFICATIONS

PREPARED BY

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JUNE, 2010

THE POSITION

TITLE: Spiritual Growth Pastor

ORGANIZATION: Liquid Church

LOCATION: Morristown, NJ

WEBSITE: <http://www.liquidchurch.com/>

ORGANIZATION

Liquid Church (Liquid) is a non-denominational congregation with a strong vision and track record for reaching the unchurched. In just four years since its formal organization, Liquid has become nationally renowned for its innovations and willingness to try nearly anything to reach those far from God, particularly in an area where the percentage of unchurched people is unusually high.

Their track record speaks for itself. The average attendance exceeds 1300, with over 25 percent of all attendees having encountered faith and been baptized by Liquid. The church has posted an annual positive growth rate of 50 percent over the last 3 years of its existence since launching in Morristown.

Liquid has utilized a portable campus and has now launched a second campus in New Brunswick, which is approximately 40 minutes away from the main campus in Morristown. The current worship venue in Morristown is in a local Hyatt ballroom, and seats approximately 400. The current worship venue in New Brunswick is in a local hotel and seats approximately 600. Children's venues have a capacity of over 150 in each service at both locations. Built and torn down every week, the entire campus venues carry a simple, inviting, and unique theme achieved through the clear vision casting of the staff and the work of a creative design team. Leased office space is rented just down the street from the Hyatt.

The trademark of Liquid is a heart for lost people and a laser focus on the mission of reaching the unreached. Located in the heart of Morristown and New Brunswick, the church is close enough to enjoy the advantages of New York City. The overall population of Morristown/New Brunswick is largely unchurched (with some who are «overchurched»), creating a fantastic opportunity to do church in a brand new way and reach people in an authentic and deeply meaningful manner.

Liquid Church
2009
2010

Operating and Financial Data (approx.)

Total Budget	\$ 2,900,000	\$ 3,000,000
Total Weekly Attendance	1,286	1,350
Total Staff Headcount	22	21

VISION

In short, Liquid exists to reach those far from God and bring them into a life changing relationship with Him. Liquid's vision is to "take church to the people" to bring them back to God. Our mission is "to lead our generation into a life-giving relationship with Jesus Christ. We operate with the three main values of:

Grace Wins

Truth is Relevant

Church is Fun

PROGRAMMING AT LIQUID

Liquid is closely aligned with a simple church model of ministry, intentionally limiting their focus to the areas of worship, spiritual growth, and service.

Liquid focuses the majority of its resources, energy, and effort around the weekend services. Children's programming is at the heart of volunteer opportunities, as is greeting and serving on the team that helps create a meaningful experience for attendees. Another key area of service is on the setup/teardown team for weekend services.

Beyond weekend services, programming is intentionally minimal. Spiritual growth is almost entirely done through off-campus life groups, though there are a handful of on campus classes such as Financial Peace University, Starting Point, Spiritual Gifts, Bible Introduction, etc.

WORSHIP AT LIQUID AND THE SURROUNDING COMMUNITY

Understanding the goal of worship at Liquid requires an understanding of the surrounding community.

Located just 20 minutes from the heart of New York City, Liquid is in the heart of one of the most spiritually dry areas of the United States. Folks who end up coming to Liquid fall into a three primary categories:

1. Completely unchurched people (those who have little or no relationship with organized religion).
2. De-churched people (i.e. non practicing Catholic, spiritually dead mainline churches)
3. Overchurched people (people who have been to a very conservative church in the area and are looking for a more “grace based” approach to church, as well as opportunities to share their faith with those who don’t have a personal relationship with Jesus.)

Some attendees are people who move to the area from far away and were part of a church similar to Liquid in their previous residence.

Because of the nature of the community and the types of people listed above, worship at Liquid is unlike anything in the area.

Worship at Liquid is best described by example. Churches with a similar approach would be Elevation Church in Charlotte, NC, Newspring Church in South Carolina, National Church in Washington DC, NorthPoint Church in Georgia (particularly the Buckhead campus) and LifeChurch.tv in Oklahoma. All of these examples are only examples, and the worship at Liquid is contextualized to the New Jersey setting, feel, and vibe.

Services consist of highly contemporary music, video, and the majority of the service is devoted to Pastor Tim’s message. Tim is known for his ability to communicate the grace and truth of the Gospel in a relevant, engaging style that applies to people’s everyday lives.

Liquid currently utilizes a multi site model, with campuses in Morristown, New Brunswick, and an online campus. Future sites are expected in the coming years. All services are currently held in rented facilities, with a “load in/load out” system for setup.

REPORTING RELATIONSHIPS

The Spiritual Growth Pastor

Reports to: Lead Team member

Relates to: Leadership Team and staff of Liquid
The entire congregation of Liquid

THE POSITION

The Spiritual Growth Pastor is responsible for the strategy and programs directed at the nurture and maturation of the Liquid family. These are centered in three areas (listed in descending order of magnitude)

- Life Groups (Small Groups)
- Life Classes including recovery groups (normally held on Sundays)
- Outreach and missional activities to communities

GOALS AND EXPECTATIONS

The effective Spiritual Growth Pastor will achieve the following goals during the first 24 months of work:

- Develop a network of spiritual leaders and a system for identifying magnetic personalities as future leaders.
- Exemplify the ability to be a leader of leaders, multiplying the leadership of life groups as a primary tool for growing these groups
- Explore and implement a strategy for growing «mid-size» life groups (15-30 people being the ideal size).
- Map a course for balancing the nurture and spiritual growth of both the un-churched and the over-churched and enabling those same folks to understand how to be fed, feed themselves and ultimately feed others.
- Double the number of small groups in 2 years.
- Achieve 70% or better participation in life groups (Currently, Liquid is around 50%)

- Develop a system and strategy for how life classes fit into the life groups system. A complimenting, not competing approach for folks to take their next step in their relationship with God.
- Cut retention rate in from 1:12 (those who stay:those who visit) to 1:6-8
- Create a quality coaching program for doing life groups in a way that reaches the unreached and yet creates an environment for those in the group who are further along in their faith to still be challenged in their relationship with God.
- Create a coaching program that affords new leaders, long-time leaders and struggling leaders the appropriate support and discipling to feel adequately prepared and spiritually equipped as they lead their groups.
- Develop accesible outreach and missional activities to be a core part of the life group experience. Empowering our Life Group leaders to facilitate spiritual growth and deepen relationships as participants in the group serve alongisde each other.
- Lead large outreach efforts to the community that embody our vision of «taking church to the people.» Part of the Liquid culture has been large scale (one/two) service projects that directly impact the community and tyically serve a margialized sector of the community in the name of Jesus.
- Develop recovery groups that allow people to understand that their hearts are central and that Jesus came to heal broken hearts and set people free

CANDIDATE PROFILE

The following describes many of the characteristics of the ideal candidate for the Spiritual Growth Pastor:

Education

Formal education is not a predetermining factor for the selection of the new Spiritual Growth Pastor. However, a Bachelor's degree from an accredited college or university is necessary. An advanced degree in biblical studies, seminary training, or divinity is preferred, but not required.

Experience/Skills

The successful candidate will have a proven track record of working in a setting committed to reaching the unreached with a high degree of innovation, recruitment, and

retention of new members, probably having worked in a church of 1,000 plus. Proven experience in creative thinking and problem solving is strongly preferred. Work history in communication and leadership is a must. In sum, the successful candidate will be ready to go, to "plug and play" from day one on the job.

Personal Characteristics

- Strong, demonstrated relationship with Jesus Christ, guided by a commitment to following the principles spelled out in the Bible for living a life of thankful service to God.
- A demonstrated high level of integrity, guided by a sound set of ethical principles.
- The Spiritual Growth Pastor will feel and live out a call to working with the attendees and members and at Liquid, not as a stepping stone, but as a vocation for his life during this phase of ministry.
- A chemistry with the Liquid team that "fits."
- An unrelenting passion for leading people to faith.
- An excessive amount of grace and love for those living far from God.
- A tenacious and persistent spirit for achieving named goals.
- A proven track record of being a self-starter, entrepreneur, and goal-oriented worker, with an unusually strong work ethic.
- An ability to recruit and retain members.
- A proven commitment to equipping staff, members, and key players, and releasing them to do their ministry within appropriate boundaries.
- Commitment to resourcefulness.
- The ability to innovate and attract innovators in the quest to reach unchurched people.
- A team player and team builder who focuses on the good of the entire organization and can inspire others to work together to achieve organizational excellence.
- A keen ability to "sell" new ideas and initiatives; willing to take calculated risks.

- A strong communicator who listens well and is comfortable and effective at all levels of the organization; one who thrives on providing the necessary support for others to succeed.
- A creative, pragmatic problem solver who is energized by challenges and change and identifies untapped opportunities on which to capitalize within the organization.
- Energy and enthusiasm yet able to exude a calming influence when needed; must be able to succeed in a fast-paced organization that is introducing operational changes.
- Proven skills that foster trust, fairness and teamwork among staff, members, and volunteers, and a common focus on excellence in all areas.

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